



OCEANO Community Brief

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LCDR Brian Cannon
PERS-449 / N1310**



Updated: DEC 04

Today's Goals

- ★ **Community Update and Analysis**

- ★ **Enterprise Organization Quicklook**

- ★ **Career guidance**

Ask questions anytime!

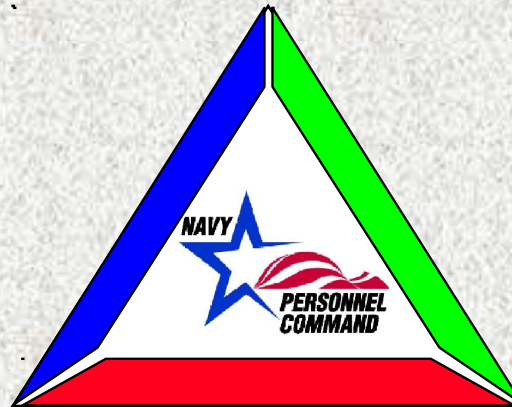
News of Interest

- 3.5% Pay Raise
- Professional Military Education
- Ocean Option Program cancelled
- Oceanographer of the Navy Staff regenerates
- More cuts coming....

What we do for you ...

- **Oceanography Community Management (1800)**
- **Assignments (a.k.a. Detailing) (1800, 6460)**
- **Placement (1800, 6460, URL)**

Navy's Needs



**Officer's
Career
Progression**

Personal Desires

Snapshot



1800 Accession Plan

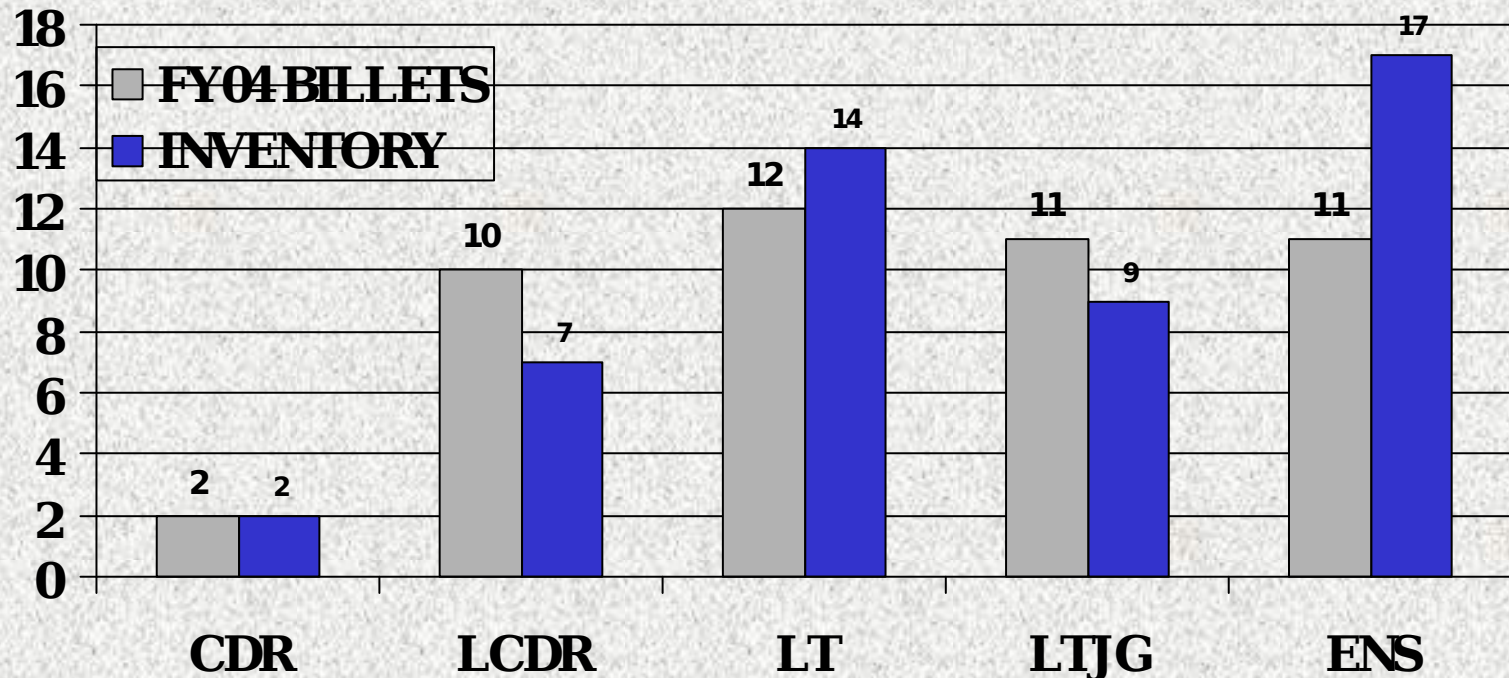
(Goals/Actual to date)

<u>SOURCE</u>	<u>FY04</u>	<u>FY05</u> [#]	<u>FY06</u>	
USNA^	1/2	0/0	0	0
NROTC /ECP^		1/0	0/0	
0				
OCS	4/4	0/0	0	
Lateral Xfer*	9/9	1/0	12	
Ocean Option*	21/21	34/5	21	
Attrites	0/0	0/0	0	
<u>Recall</u>	<u>0/0</u>	<u>0/0</u>	<u>0</u>	
TOTALS	36/36	35/5	33	

Totals to date

* Warfare Qualified Officers

LDO Community Profile



FY04 Billets: 46

Oct '04 Inventory: 49

1 for FY05
1 for FY06?

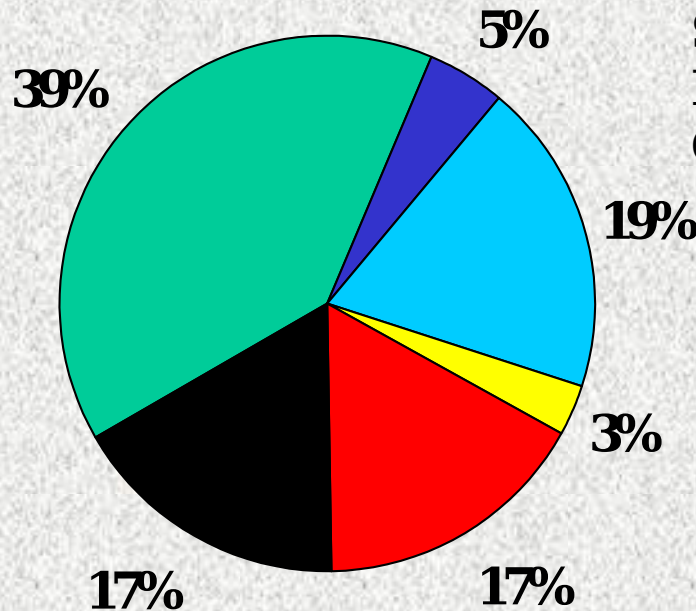
OCEANO Billet Distribution **(1800 & 6460)**

DIRECT FLEET SUPPORT

AVN
ASW
MIW
NAV
ISR
FLT
MAR
PTA

AFLOAT

CARGRU
CRUDESGRU
CV/CVN
SGOT
MOB ENV TM
(MET)
FLTSURVEY
TEAMS



R&D and SYSCOMS

ONR, NRL, NRO,
SPAWARSSYSCOM,
NAVSEA, NAVAIR,
OPTEVFOR

MAJOR STAFF/JOINT

OSD, JCS, SECNAV,
OPNAV, Unified
Cmds, Fleet
Commands, CNMOC
NSA

EDUCATION AND TRAINING

Students: NPS (M.S. and Ph.D.
Programs)

Instructors: NPS, NAVACAD,
TTGL, PDD, FLEASWTRACEN

Where are we going?

- **Oceano/USW experts first. All else: “we do this too”**
 - More below the surface (USW, MIW, SOF, EXW....)
 - Ashore Meteorology done in “Joint” environment
 - We still do Strike support!
- **Mix of afloat/ashore officer billets**
 - Afloat: LWT/MET/FST, ships, staffs (ENS-CDR)
 - Ashore: “Joint” activities, Oceano activities, Staffs (Joint, Navy) (LTJG-CAPT)
- **Education required:**
 - All: Experts in USW (which P-code(s) - USW? Operational Oceanography? What about Meteorology?)
 - All(some?): Certs in Hydrography (CAT B/MH2)? What else?
 - Some will get PhD. Some will get Hydro MS (CAT A/MH1). Some (or still all?) will get MS in Meteorology.
- **Return on investment expected**
- **Demonstrated Leadership expected**

Where am I going?

- Factors you must consider:
 - Career desires
 - Personal satisfaction
 - OCEANO (Navy) needs
 - PRDs
 - Promotion wickets

OCEANO Officer (1800) Career Development Opportunities

RDM L	☆ Commander, Naval Meteorology and Oceanography Command
CAPT	<div><div>❑ Major Shore Command, Enterprise Milestones and Staff</div><div><ul style="list-style-type: none">• Post-Command: CNMOC CoS, Deputy Oceanographer• Command: Production Centers, USNAVOBSY, CNMOC COO• Enterprise: Directors of Oceanography Operations• Major Staff/Joint: OSD, JCS, SECNAV, OPNAV, NGA, Unified Commands, FLTCOM, ONR</div></div>
CDR	<div><div>❑ CDR Command, Enterprise Milestones, Numbered Fleets, OCEANO Activities, Major Staffs</div><div><ul style="list-style-type: none">• Afloat: Numbered Fleet, LWT, OA Det• Ashore: CO, Business Line EA, SMO• Major Staff/Joint: JCS, OPNAV, CNMOC, ASN, Unified CINC, NRL• Education: JPME I/II (NWC, NDU)</div></div>
LCDR	<div><div>❑ Principal Sea Tour, OIC/DH, Education</div><div><ul style="list-style-type: none">• Afloat: CSG, CV(N), SGOTs, LWT, MET• Ashore: OIC, Business Line DEPT Head, PEP• Education/Certs: JPME I (NWC/USMC/USAF), CAT A Hydro, PhD</div></div>
LT LTJG ENS	<div><div>❑ General Experience Tours (Afloat and Ashore), Education</div><div><ul style="list-style-type: none">• Afloat: URL tours, MET, FST/Hydro, LWT (NSW, ASW), MMT• Ashore: SIG, Business Line, DMO/DH</div></div>

Command Opportunities

10 Command Ashore Pin Billets

Commanding Officer, Naval Technical Training Unit, Keesler AFB
Commanding Officer, Naval METOC Prof Development Center, Gulfport
Commanding Officer, Naval Ice Center
Fleet Operations Officer, Norfolk
Fleet Operations Officer, San Diego
Director of Oceanography for ASW, Yokosuka, JA
Aviation Hub Director, Norfolk (LDO?)
NSW Director, Coronado
Commanding Officer, Fleet Survey Teams/ASW LWT/MIW MMT
Commanding Officer Naples or Bahrain

11 Commander Milestone Billets

Fleet Oceanographer, COMSECONDFLT
Fleet Oceanographer, COMTHIRDFLT
Fleet Oceanographer, COMFIFTHFLT
Fleet Oceanographer, COMSIXTHFLT
Fleet Oceanographer, COMSEVENTHFLT

Senior METOC Officer, JFCOM
Senior METOC Officer, PACOM
Senior METOC Officer, STRATCOM
JCS Staff, J3
Deputy Supp, USNO

OIC, Maritime Operations Officer, Norfolk

Command Opportunities

(CAPT)

~~Post Command Tours:~~
Deputy, Oceanographer of the Navy
Chief of Staff, CNMOC
METOC Services Officer, CFFC

Captain Commands:

Superintendent, U.S. Naval Observatory
(Director of Oceanographic Operations for PTA)
CO, Fleet Numerical METOC Center, Monterey
CO, Naval Oceanographic Office
CO, NAVPACMETOCEN Pearl Harbor, HI
Chief of Operations, CNMOC

Captain Milestones

Director of Oceanographic Operations for NSW (Possible O-5?)
Director of Oceanographic Operations for MIW
Director of Oceanographic Operations for AVN
Director of Oceanographic Operations for FLT OPS
Director of Oceanographic Operations for MAR
Director of Oceanographic Operations for ISR
Director of Oceanographic Operations for ASW
Director of Oceanographic Operations for NAV
PEO-C4I, Commander Space and Naval Warfare Systems Command
Executive Officer, Naval Oceanographic Office
Executive Officer, Fleet Numerical METOC Center, Monterey
Staff METOC Officer, COMPACFLT
Chief, Maritime Division, NGA Office of Global Navigation
N71RB Deputy Director for ISR
NAVDEPN0AA

Postgraduate Education

- LCDR and above billets require 6401P (METOC Operational Sciences) - Can earn only at NPS
- 6402P (Oceanography)
 - can be earned at MIT/WHOI
 - May be granted to an officer with MS from CIVINS coupled with operational experience (subject to NPS review)
- NPS requires APC of 323 (can get waiver for 334)
- Augmentation requirement

Joint Duty & Education

- **METOC Joint Duty Tours - 18 Total**
 - ✓ **6 CAPT:** NGA(2), ATC, NDU, NATO MIL COM (ROT), OSD(ROT)
 - ✓ **5 CDR:** JCS, PACOM, STRATCOM, SACLANT RESRCHCEN, JFCOM
 - ✓ **7 LCDR:** NGA, STRATCOM (3), EUCOM, CENTCOM, AFSOUTH
- **Joint education opportunities:**
 - ✓ **1800 Quotas = 3 / yr : NDU, NWC (Senior /Junior)**
 - ✓ **Joint follow-on tour becoming the **norm** for NWC**
 - ✓ **Joint follow-on tour a **requirement** for NDU**
- **JSO = JPME I & II + JOINT TOUR + BOARD**
- **JSO not required as an 1800. We are under a scientific/technical waiver.**

Leadership

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OFFICER



PRIMARY
(01-03)



INTERMEDIATE
(04)



SENIOR
(05-06)

F
L
A
G

----- Tactical, Technical, Analytical -----

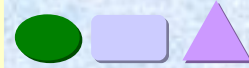
----- Business, Executive,
Strategic
Leadership, Management,
Operational -----

R
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C
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T

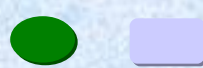
ENLISTED



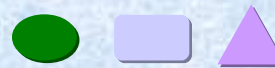
INTRODUCTORY
(E1 - E4)



PRIMARY
(E4- E6)



INTERMEDIATE
(E6- E8)



SENIOR
(E8- E9)

E
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----- Basic Education as required -----

----- Technical
Analytical, Business, Management And Executive
Leadership -----



Basic Ed



NPME



JPME



Mission-Focused Advanced Ed

PME opportunities available through multiple delivery methods:

Resident, Non-Resident, Full-time, Part-time, Off-Duty, & Web-Based

1800 Promotion Opportunity and Flow Points for FY05

"DOPMA GUIDANCE"

<u>Grade</u>	<u>Opportunity*</u>	<u>Flow Points</u>	<u>(1800)</u>
CAPT	50%	22 yrs +/- 1 yr	(21.8)
CDR	70%	16 yrs +/- 1 yr	(16.4)
LCDR	80%	10 yrs +/- 1 yr	(9.0)
LT	All Qualified	4 yrs	
LTJG	All Qualified	2 yrs	

*** +/- 10% as required**

5-Year Promotion

Plan

<u>CAPT</u>	<u>FY06</u>	<u>FY07</u>	<u>FY08</u>	<u>FY09</u>	<u>FY10</u>
YG IN ZONE	84/85	85/86	86/87	87	88
# IN ZONE	12	8	10	10	8
OPPORTUNITY		50%	50%	50%	
50% 50%					
FLOW POINT	21-08	21-06	21-09	22-02	22-08

<u>CDR</u>					
YG IN ZONE	89/91	91/92	92/93	93/94	93/94
# IN ZONE	16	14	14	16	14
OPPORTUNITY		80%	70%	70%	70%
70%					
FLOW POINT	15-10	15-07	15-09	15-09	15-10

<u>LCDR</u>					
YG IN ZONE	96	97	98/99	99/00	00
# IN ZONE	23	17	14	15	24
OPPORTUNITY		90%	90%	90%	85%
90%					
FLOW POINT	0-00	0-00	0-00	0-00	0-00

Your Record

- Maintenance of your Officer record is **your** responsibility
- Your official record consists of:
 - Official Digital Record (a.k.a. microfiche)
 - Officer Data Card (ODC)
 - Officer Summary Record (OSR)
 - Performance Summary Record (PSR)
- Official records are maintained by NAVPERSCOM (PERS-31)
- To review your digital record, you must request your microfiche by mail/fax **or** travel to NAVPERSCOM to access via PERS-31 computers
- ODC/OSR/PSR available via the Internet
- We can assist/provide guidance on record correction if required

ODC/OSR/PSR Online

- **You can access your ODC/OSR/PSR online**
- **Web site is:**
www.staynavy.navy.mil
- **Select “Officer” and then “Records Online”**
- **Use your Bupers Access UID (SSN) and password**
- **Site contains explanation of fields and also directions on how to correct**

Selection Board Preparation

Check and re-check your ODC, OSR/PSR and microfiche:

- **FITREPS and OSR/PSR must match**
- **Unreadable documents**
- **Missing Reports and Awards**
- **Photo in current grade**
- **Concurrent with no Regular Report**
- **Wrong administrative information (ODC and OSR/PSR)**
- **Gaps/overlap due to incorrect report/detaching dates**
- **Medical - if you have a Fiche 5 entry due to medical**

OSR Summary

FOR OFFICIAL USE ONLY				NAVPERS 1070/123 (REV 2-77)		OFFICER SUMMARY RECORD		VUB1265	
NAME				YG 85		DATE PROC: 052101 SEQ. NUM: B1265			
SSN		FILE NO		DESIGNATOR		DATE OF BIRTH		AGE	
[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
CAPT.		CDR		LCDR		LT		LTJG	
PROM HISTORY:		010501		960101		890801		870726	
DATE OF RANK								850726	
PRESENT DUTY STATION					PRESENT BILLET				
CNAVPERSCOM MALL					PERS DIST OFF/				
EDUCATION					SERVICE SCHOOLS ATTENDED				
COLLEGE		DATE/LEVEL		MAJOR		LANG. PROF		SUB-SPEC	
TROY SU		92 MASTER		MANAGMNT				0044R	
CITADEL		83 BACH/1 PR		POL SCI				0033S	
								0037S	
COURSE: AV SAFETY OFF		DATE/WEEKS 9705 06		COURSE: NLDP DOBC		DATE/WEEKS 8701 01		COURSE: DATE/WEEKS:	
COURSE: NLDP DOBC		DATE/WEEKS 8701 01		COURSE: DATE/WEEKS:					
COURSE: DATE/WEEKS:									
ACTIVE DUTY BASE DATE		PREVIOUS MILITARY SERVICE:		YEAR		MONTHS		HIGHEST RATE/GRADE	
850331		N		85		004		AOC	
PERSONAL DECORATIONS					REMARKS				
HIGHEST AWARD					PROVEN SUB-ANTISUBMARINE WARFARE				
NAV COM 05					SELECTED FOR JUNIOR SERVICE COLLEGE				
NAV ACHV 01									
SPECIAL QUALIFICATIONS									
1 ASWCARSH60F 7 PLTTRA HELO									
2 CSAR 8 NFLTEXPHELO									
3 HELOINSTFLT 9									
4 OOD FLEET 10									
5 ATK/SAR H1 11									
6 ASWCAR SH3 12									

PSR

PERFORMANCE SUMMARY REPORT

SUBMITTED BY: VUB1265

DATE OF REPORT: 05/21/01

NAME (LAST, FIRST, MIDDLE)						DESIG/RATE		SSN		PAGE 1 OF 1										
PG	STATION	DUTY	DATES	H O S	REPORTING NAME	PG	SENIOR TITLE	TRAITS					AVERAGES		PROMOTION REC					RPT TYPE
								1	2	3	4	5	IND SUM	R/S CUM	SP	PR	P	MP	EP	
04	HS-1	SRSS OF FICER	123195 051596	5	OBRIEN D R	06	CO	0	0	0	4	3	4.43 4.53	10 4.58	0	0	X 3	2 2	2	RG
04	HS-1	SRSS OF FICER	051696 103196	6	ADRICK M K	05	CO	0	0	0	4	3	4.43 4.46	10 4.54	0	0	2 2	X 2	1	RG
04	HS-1	SRSS OF FICER	110196 041497	5	ADRICK M K	05	CO	0	0	0	4	3	4.43 4.43	4 4.46	0	0	0 0	0 X	1	RG
04	HS-5	SAFETY OFFICER	041497 071497	3	MOSTERT J R	05	CO	0	0	0	4	3	4.43 4.62	7 4.60	0	0	X 3	1 2	2	RG
04	HS-5	SAFETY OFFICER	071597 103197	4	PENDLEY J V	05	CO	0	0	2	5	0	3.71 4.00	5 4.00	0	0	X 3	1 1	1	RG
04	HS-5	MAINT O FFICER	103197 101598	12	PENDLEY J V	05	CO	0	0	1	3	3	4.29 4.14	11 4.13	0	0	2 2	X 1	1	RG
04	HS-5	MAINT O FFICER	101698 103199	13	FLIGHT F P	05	CO	0	0	1	1	5	4.57 4.24	6 4.24	0	0	3 3	1 1	X 2	RG
04	CNPC MILLI NGTON TNY	PLACEME NT OFF	110199 070000	0	ROSS N J	06	DIV DIR	0	0	0	1	5	4.83 4.83	47 4.60	0	0	0 0	0 X	1	RG
<div>4.2911</div> <div>4.144.13</div>																				

COMMANDER “Trends”

- **Competitive Sea Tour - Break out**
- **Postgraduate Education - 6401P**
- **Demonstrated Leadership at all Levels**
- **Sustained Superior Performance In Tough Jobs**

“BEST FULLY QUALIFIED”

CAPTAIN “Trends”

- **Outstanding Sea Tours (O4 / O5)**
- **Major Staff Tour (O4 / O5)**
- **Command Screened**
- **Command or Command Equivalent Tour at C**

The Bottom Line ...

- **Sustained superior performance in tough jobs**
- **Demonstrated leadership at all levels**

Selection Board Lessons

Learned

- No single tour either guarantees or precludes selection. Pattern of **demonstrated leadership/excellence** in demanding assignments is key to selection
- **O4 Sea Duty and P-codes - necessary but not sufficient!**
- **Excel while at sea; success in O4 Sea Tour is essential. Boards want to see operational quals. The flavor of the sea tour (i.e. CCG/CCDG, CVN, LHA/LHD) isn't a factor; it's how you perform in the tour**
- **Try to take "hard jobs" ashore: DC, CNMOC, Operational Staffs, XO, Hard OIC**
- **Break out where you can: EP, in the narrative (rank against other designators), above Reporting Seniors Cum Avg!**
- **Show continuous improvement P.....MP.....EP**
- **Ranked 1 of 1 MP when EP is available is considered a hit unless next FITREP shows EP**
- **Don't give up above zone - take hard jobs and excel!**
- **Watch out for long NOB periods... should have write-ups**

PCS and TEMDUINS Funding



PCS Funds ~ \$1.6M

TEMDUINS ~ \$86K

We move approximately 190 officers per FY

- 130 cost
- 30 no cost
- 30 retirement/resignation

Re-organization will drive additional moves

NPC Customer Service Center

- **WWW.STAYNAVY.NAVY.MIL**
- **TOLL-FREE 1-866-U-ASK-NPC**
- **INFORMATION ON:**
 - **PAY AND BENEFITS**
 - **SRB**
 - **CSB/REDUX AND HIGH-3 RETIREMENT**
 - **SERVICE RECORD INFORMATION**
 - **PCS MOVES INFORMATION**
 - **REENLISTMENT**
 - **CONTINUATION**
 - **PROMOTION**
 - **ADVANCEMENT**
 - **FITREP/EVALS**
 - **RATING CONVERSION REQUESTS**

Homepage

Come visit us at:

www.persnet.navy.mil/pers449/



- New NPC page coming soon
- Your web page - please provide feedback!
- Contents include:
 - Career Guidance / Admin Assistance
 - Promotion Zones
 - **METOC Job Marketplace**, FAQ, Links
 - Updated Weekly



Questions?